

### OFFICER FITREP WRITING

PERS-43 07 October 2014





### Officer Fitness Reports



- You see the Officer, Board sees the record
- What's the message?
  - Hard breakout "My #1 of 15 exceptional LTs."
    - Block 42/43 show EP/15
  - Soft breakout "My #1 of 19 Joint Service LCDRs."
    - Block 42/43 show fewer than 19 in summary group
  - Caught in traffic? Ranked behind SJO/TO?
  - Reporting Senior's Cumulative Average?
  - Recommendation Department Head, Command, etc.
  - Progression?
- NOT counseling MUST be done at midterm

### **WRITTEN TO THE BRIEFER!!**



### Officer Fitness Reports



- Rank officers in the remarks
  - Have a JO & DH FITREP plan
  - Use plain language
  - NEVER pass opportunity to rank officers or write a FITREP
  - "Soft" breakout on 1 of 1 reports in comments
    - Departing 1/1, "My #1 of 14 exceptionally talented LTs."
  - Scrutinize RS and SUM average on each FITREP: no unintentional decliners
- Length of ticket
  - Short-time in major DH detractor (ticket punch)
  - Short #1 DH FITREP may not play for command



### Officer Fitness Reports



- Block 40
  - OP VFA DH
  - OP HSC COMMAND
  - CVW CMD/AVN PIPELINE/CVN CMD
- Block 41
  - Must tell the entire story!
  - Promotion recommendation
  - Milestone recommendation
  - White space ok
- Top line breakout should include:
  - Hard/soft breakout
  - Promotion recommendation
  - Future potential/milestone (if true)



## Officer Fitness Reports



- Block 41 Opening Breakout/promotion/milestone
  - LT Report

\*\*My #1 of 18 Exceptionally Talented Lieutenants\*\*

\*\*Promote Now to LCDR; Highly Recommended for Operational Aviation

Department Head.\*\*

LCDR Report

\*\*My #1 of 7 Operational Aviation Department Heads\*\*

\*\*Ready Now for CDR; A Must Select for Operational Aviation Command\*\*

CDR Report

\*\*My #1 of 7 Operational Aviation Commanding Officers\*\*

\*\*Select Now for CAPT; Ready for CVW Command\*\*

- Use recommendations wisely! Recommend all = recommend none
- Use bottom to highlight long term potential
  - "Groom for Flag," "Future CVW Commander," etc.

Firm-Fair-Consistent ———————————————————————Warfighting First-Operate Forward-Be Ready



### Officer Fitness Reports



Avoid vagueness

\*\*Highly recommended for Command\*\*

\*\*Razor thin margin separates him from my #1\*\*

\*\*Unlimited Potential\*\*

\*\*Ready now for increased responsibility\*\*

- Not #1 = #2 or lower
- Unranked EP of four = #4 EP
- Training/SM/Op-T CMD rec = no CMD rec





### FITREPS - Bottom Line



- Gaming the system hurts EVERYONE
- Identify future leaders and validate with FITREP
- Communicate clearly to the Selection Board (FITREP is written for the Board)
- You've earned the privilege and trust to select the future leaders in your community & Naval Aviation
- Make your rankings and comments count
- A career is briefed in 2-3 minutes the first time through the "Tank"
- Have a long term plan! (CDR or CO?)

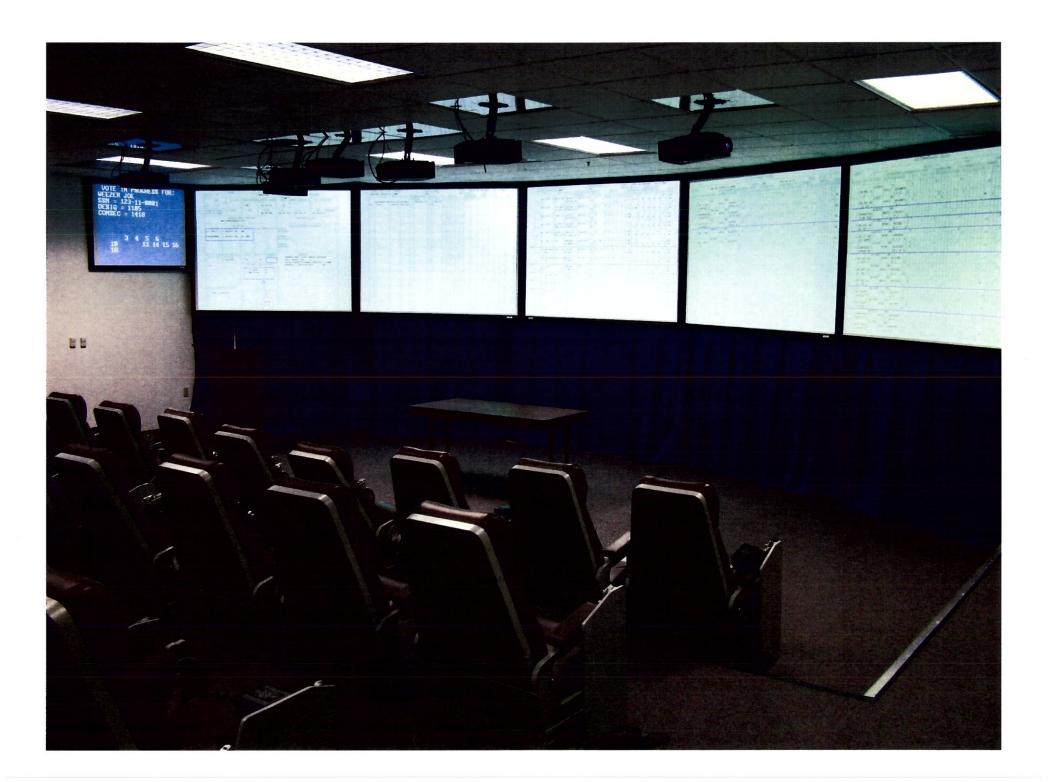


### **Selection Boards**



- Statutory Boards
  - Promotions to next Rank
  - Board Members from every community (Aviators, Surface, Sub, etc)
- Administrative Boards
  - Selection process for career milestones
  - Department Head, Command, Major Command
  - Membership limited to aviation communities

"Select the best and fully qualified"







### **FITREP Translation**



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### **FITREP Translation**



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### The "Scattergram"



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"Crunch"
8 records
to select 4

# Remove From Consideration

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**PCT (Confidence Score)** 

Firm-Fair-Consistent

Warfighting First-Operate Forward-Be Ready



### **Statutory Boards**



- Valuable achievements prior to LCDR
  - Must have EP in First Sea Tour
  - First Shore: FRS, NSAWC, WWS, HT, VT, VX, HX
  - May have Flag Staff tour in lieu of Production
  - Second Sea Tour or SJO/TO
    - Timing often drives FITREP breakouts
- Valuable achievements prior to CDR
  - Superior performance in Operational Dept Head tour
    - #1 or #2 EP
    - Operations Officer or Maintenance Officer
    - Avoid "Special Projects" as job title for detaching report
- Valuable achievements prior to CAPT
  - Successful completion of Command tour
  - Proven leadership positions in shore and/or joint assignments

